



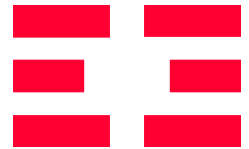
## AT&T (DirecTV)

Subsidiaries: CNN, HBO, DirecTV, Cricket Wireless

Locations: Texas (HQ)

Industries: Media and Entertainment, Telecommunication Services

### RISK LEVEL:



High Risk

### DESCRIPTION:

The company which is 70% owned by AT&T, dropped conservative cable networks Newsmax and OANN. However, DirecTV brought Newsmax back on air after pushback and striking a new cable deal with the network. AT&T previously banned advertising on Breitbart News, although the CEO later changed this decision after receiving pushback. The company was involved in a controversy surrounding the cancellation of a Trump campaign texting program, though the company and its industry peers claimed that a third-party anti-spam detection software caused the problem rather than political intervention. AT&T scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, AT&T increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. AT&T forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. DirecTV provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. A&T pledged over \$20 million to BLM and related causes and funds the Human Rights Campaign (HRC). It also funds multiple LGBTQ organizations. AT&T is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. AT&T has used its political contributions for ideological purposes. For these reasons, AT&T receives a High Risk rating.

### Corporate Weaponization

**Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.** **Medium Risk**

*DirecTV, which is 70% owned by AT&T, dropped conservative news networks One America News Network (OANN) and Newsmax in March 2022 and January 2023 respectively (1)(2)(3). Newsmax alleged censorship, but AT&T and DirecTV have rebutted that the decision was based on failed negotiations over cable fees (4)(5). AT&T and Newsmax eventually reached an agreement, and Newsmax was returned to the air after several months (6). AT&T's advertising unit formerly blacklisted Breitbart, though the CEO reversed course after pressure from conservatives (7). AT&T, along with other major telecommunications companies, cut off the Trump campaign's texting service for five days in the 2020 election cycle. Each company claimed it was a third-party anti-spam decision, although the Trump campaign thought the decision might have been politically motivated (8). AT&T received a score of 100 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (9)(10)*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.**

**High Risk**

AT&T's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.**

**High Risk**

AT&T's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). AT&T's CEO signed the CEO Action for Diversity & Inclusion

pledge, which includes a commitment to promote DEI through bias education training in the workplace(3). The company has introduced a "racial re-education" program, which encourages employees to refer to an essay stating that white people are "the problem" and that racism is a "solely white trait" (4). AT&T does not provide viewpoint protections for its employees (5).

## Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression.**

**High Risk**

AT&T's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. AT&T signed an open letter in support of the Equality Act and transgender participation in girls' and women's sports (3)(4). The company also opposed various state legislature's efforts to secure their elections with voting integrity bills (5). AT&T opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (6). The company is committed to ESG (environmental, social, and governance) goals (7). AT&T has signed the OneTen pledge, furthering emphasis on race in hiring (8)(9)(10). The company signed Orlando Economic Partnership's DEI pledge, committing themselves to fight systemic racism, prioritize the success of diverse people in its workplace, and ensure DEI "is a strategic imperative with demonstrated commitment and actions" (11)(12).

**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression.**

**High Risk**

AT&T provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4). AT&T's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. AT&T has donated to Planned Parenthood and the Human Rights Campaign (7)(8)(9). AT&T has also funded partisan advocacy groups like Color of Change (10). AT&T has pledged over \$20 million to the Black Lives Matter movement and related causes (11)(12). AT&T is a brass sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (13)(14). In 2023, AT&T pledged \$1 million over two years to The Trevor Project (15). AT&T hosted Miami

Beach Pride [\(16\)](#).

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**Uses corporate political contributions for ideological, non-business purposes.**

**High Risk**

AT&T's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives [\(1\)](#)[\(2\)](#). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. AT&T donated to the LGBT Caucus Leadership Fund and has lobbied for ideological purposes [\(3\)](#)[\(4\)](#)[\(5\)](#).

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